

Person Specification

Sister / Charge Nurse / Team Leader

Job Requirements	Assessment	Weighting
PROFESSIONAL / TECHNICAL QUALIFICATIONS		
RGN, Paediatric specialties RSCN , Operating Theatres RGN or Registered ODP.	A	1
Evidence of Continuing Professional development/ qualification relevant to area of speciality.	A, I	1
EXPERIENCE AND KNOWLEDGE		
Extensive post registration with recent experience in the relevant speciality or equivalent. Such experience would usually but not exclusively be achieved with appropriate experience having been acquired to be able to demonstrate:-	A, I	1
<ul style="list-style-type: none"> High level clinical skills and knowledge. 	A, I	1
<ul style="list-style-type: none"> Evidence of successfully co-ordinating, managing and leading the team on a day to day basis. 	A, I	1
<ul style="list-style-type: none"> Knowledge around the importance of hospital flow 	A, I	1
<ul style="list-style-type: none"> Teaching ability 	A, I	1
<ul style="list-style-type: none"> Experience in undertaking preceptor/mentor role. 	A, I	2
<ul style="list-style-type: none"> Involvement in Nursing audit and Research. 	A, I	2
<ul style="list-style-type: none"> An awareness and understanding of policy and practice relevant to speciality. 	A, I	2
SKILLS AND ABILITY		
<ul style="list-style-type: none"> Ability to work and communicate effectively within a multidisciplinary team setting. 	All	1
<ul style="list-style-type: none"> Evidence of excellent communication skills including verbal, non verbal and written. 	All	1
<ul style="list-style-type: none"> Excellent interpersonal skills with professional credibility 	All	1
<ul style="list-style-type: none"> Positive attitude to change with a proven ability to assist senior staff in the implementation of change and practice development. 	All	1
<ul style="list-style-type: none"> Microsoft office PC and Sema Pas skills 	All	1
PERSONAL QUALITIES		
<ul style="list-style-type: none"> Awareness of professional and personal limitations. 	A, I	1
<ul style="list-style-type: none"> Ability to act as a positive role model to other members of the team. 	I	1
<ul style="list-style-type: none"> Strong team worker 	I	1
<ul style="list-style-type: none"> Flexible and Adaptable in approach 	A, I	1

KEY

Assessment	A Application Form / CV I Interview All available Data	Weighting	1 Essential 2. Desirable
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